

# **Equal Employment Opportunity and Employment Dispute Resolution Plan for the District of Nebraska**

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## **Chapter I - general provisions**

**§ 1 Preamble.** This Plan is the District of Nebraska Equal Employment Opportunity and Employment Dispute Resolution Plan ("District of Nebraska EEO/EDR Plan" or "Plan"). The Plan was adapted from the Eighth Circuit Model Equal Employment Opportunity and Employment Dispute Resolution Plan ("Model EEO/EDR Plan"), adopted by the Eighth Circuit Judicial Council on September 24, 1998, the preamble to which states:

Under EEO, the Judicial Conference of the United States has suggested that each court adopt a plan in conformance with the national policy of providing equal employment opportunity to all persons regardless of their race, sex, color, national origin, religion, age (at least 40 years of age at the time of the alleged discrimination), or disability. Each court will promote equal employment opportunity through a program encompassing all facets of human resource management, including recruitment, hiring, promotion, and advancement. This program does not modify or reduce the qualification standards for employment established in the federal court system.

Under EDR, the Judicial Conference has suggested that this Plan provide to all court employees rights and protections comparable to those provided to legislative branch employees under the Congressional Accountability Act of 1995.

Each court of the Eighth Circuit shall implement its EEO/EDR plan by either adopting this model Plan or submitting a modified plan for approval by the Judicial Council. A copy of each plan and any subsequent modifications shall be filed with the circuit executive and with the AO. Each court shall submit an annual report on the implementation of its plan to the AO for inclusion in the Director's Annual Report to the Judicial Conference.

Policies adopted by individual courts pertaining to adverse action or general grievance proceedings not invoking the rights and protections afforded under this EEO/EDR Plan are not affected. Further, local policies relating to rights enumerated under the Plan that are not

inconsistent with the rights and procedures established herein are not affected.

The Model EEO/EDR Plan is not intended to duplicate the protections provided for the resolution of complaints of judicial misconduct or disability under 28 U.S.C. §§ 351-362, but is intended to be the exclusive remedy of employees relating to rights enumerated under the Plan.

**§ 2 Scope of coverage.** This policy applies to all employees of the district and magistrate judges' chambers, bankruptcy judges' chambers, the district court clerk's office, the shared services department, the bankruptcy court clerk's office, the probation office, and the pretrial services office.

**§ 3 Definitions.** For purposes of this Plan -

- a. The term "employee" includes all individuals listed in section 2 of this chapter, as well as applicants for employment and former employees, except as provided below. The term "employee" does not include applicants for bankruptcy or magistrate judge positions; private attorneys who apply to represent indigent defendants under the Criminal Justice Act; criminal defense investigators compensated under the Criminal Justice Act; volunteer counselors or mediators; or other individuals who are not employees of an "employing office" as that term is defined below.
- b. The term "employing office" includes all offices of the district court, bankruptcy court, and court units, including the offices of the clerk of court, chief probation officer, chief pretrial services officer, staff attorneys, and any such offices that might be created in the future. The court in which the judge sits is the employing office of the judge and his or her chambers staff. If the complainant is employed by the bankruptcy court and the person alleged to have violated rights protected by this Plan is employed by the district court, or if the complainant is employed by the district court and the person alleged to have violated rights protected by this Plan is employed by the bankruptcy court, the employing office is the court employing the person alleged to have violated rights protected by this Plan or the appropriate office of that court.
- c. With regard to this Plan, the term "court," without further identification, refers to the district court (including the district court and the bankruptcy court).
- d. With regard to this plan, the term "chief judge," without further identification, refers to the chief judge of the district court.

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## **Chapter II - equal employment opportunity and anti-discrimination rights**

**§ 1 General.** Discrimination against employees based on race, color, religion, sex, national origin, age (at least 40 years of age at the time of the alleged discrimination), and disability is prohibited.

**§ 2 Definition.** The term "disability" means:

- a. a physical or mental impairment that substantially limits one or more of the major life activities of an employee,
- b. a record of such an impairment, or
- c. being regarded as having such an impairment. See 42 U.S.C. § 12102(2).

**§ 3 Special provision for probation and pretrial services officers.** The age discrimination provision of section 1 of this chapter does not apply to the initial hiring of probation and pretrial services officers. See Report of the Proceedings of the Judicial Conference (March 1991), pp. 16-17.

**§ 4 EEO implementation.** All employing office heads must ensure that all vacancies are publicly announced in an effort to attract candidates representing the make-up of persons available in the qualified labor market, and that all hiring decisions are based solely on job-related factors. They should make reasonable efforts to see that the skills, abilities, and potential of each employee are identified and developed, and that all employees are given equal opportunities for promotions by being offered, when the work of the court permits and within the limits of available resources, cross-training, reassignments, job restructuring, special assignments, and outside job-related training. Judges and court managers must apply EEO practices and policies. This includes giving all employees fair and equal opportunity to demonstrate their skills and, where those abilities exceed general performance standards, to be recommended for personnel actions and awards recognizing such achievements. As resources permit, training programs may be provided to enable employee development of job skills.

**§ 5 Personnel practices.** Each employing office will:

- a. seek qualified applicants reflecting the make-up of all such persons in the relevant labor market and publicize all vacancies;
- b. make hiring decisions strictly upon an evaluation of a person's qualifications and ability to perform satisfactorily the duties of the position;
- c. promote employees according to their experience, training, and demonstrated ability to perform duties of a higher level;

- d. seek, insofar as reasonably practicable, to improve the skills and abilities of its employees through cross-training, job restructuring, assignments, details, and outside training.

**§ 6 Annual EEO report.** Each employing office will prepare a brief report describing its efforts to provide equal employment opportunity in –

- a. **Recruitment**: Each employing office will briefly describe efforts made to bring a fair cross-section of the available pool into its applicant pool, including listing all employment sources and the methods used to publicize vacancies.
- b. **Hiring**: Each employing office will identify recruitment efforts resulting in the hiring of a cross-section of the pool available and will, if known, explain those instances where members of the cross-section did not accept employment offered.
- c. **Promotions**: Each employing office will briefly describe promotional opportunities, analyzing the distribution thereof, and describing those promoted to supervisory positions.
- d. **Advancement**: Each employing office will describe the efforts made to improve the skills and abilities of employees through cross-training, job restructuring, assignments, details, and outside training.

In addition, this evaluation should include information on factors inhibiting achievement of EEO objectives, such as a lack of vacancies and minimal numbers of qualified applicants in the relevant labor market, and on all persons in the unit who have received relevant training. This report will also include a breakdown according to the race, sex, color, national origin, and disability of the court's personnel on forms to be provided by the AO. The report will cover personnel actions occurring in the year ending September 30 and will be submitted by November 1 of each year.

The Employment Dispute Resolution Coordinator (“EDR Coordinator”) will prepare for the court’s approval an annual report ending September 30, consolidating the data and statements received from each employing office. Upon approval of the court, this report will be submitted by the chief judge to the AO by November 30 of each year.

**§ 7 EEO objectives.** Each employing office will develop annual objectives reflecting those improvements needed in recruitment, hiring, promotions, and

advancement, and will prepare a specific plan for the EDR Coordinator explaining how those objectives are to be achieved.

**§ 8 EEO report of complaints.** Each court will prepare an annual report on complaints, for the year ending September 30, reflecting:

- a. the number filed;
- b. the types according to race, sex, color, national origin, religion, age, or disability; and
- c. the number resolved, identifying the stage at which each was resolved.

The annual report will not identify the names of the involved parties. The report will be available to the public upon request.

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### **Chapter III - sexual harassment**

**§ 1 General.** Sexual harassment of any employee is prohibited.

**§ 2 Definition.** Sexual harassment means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- a. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- b. submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- c. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance to the extent that it creates a hostile work environment.

**§ 3 Complaints against court employees.** A complaint of sexual harassment against any court employee other than a judge will be processed in accordance with chapter IX of this Plan.

**§ 4 Complaints against judges.** A complaint of sexual harassment against any judge may be filed as a complaint of judicial misconduct pursuant to 28 U.S.C. §§ 351-362, or under the internal procedure presented below.

**§ 5 Internal procedure.** The complaint must be in writing, must allege all relevant facts constituting the basis for such complaint, and must specify the relief requested. The complaint must be filed ***within 90 calendar days*** of a particular act or occurrence unless good cause is presented and accepted by the judge or

designee receiving the complaint. If the subject of the complaint is a district, bankruptcy, or magistrate judge, the complaint will be filed with the chief district judge. If the subject of the complaint is a circuit judge, the complaint will be filed with the chief circuit judge. If the complaint is against the chief circuit or district judge, the complaint will be filed with the next most senior active judge of that court. Upon receipt of the complaint, the receiving judge, or designee will:

- a. make any investigation into the matter deemed necessary;
- b. consult with involved parties and seek an informal resolution of the problem;
- c. prepare a report to the parties identifying the issues, describing his or her findings and recommendation, and explaining what resolutions, if any, will be undertaken; and
- d. advise the parties of their right to petition for review of the decision under procedures established by the Judicial Council of the Eighth Circuit.

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#### **Chapter IV - family and medical leave rights**

**§ 1 General.** Title II of the Family and Medical Leave Act of 1993, 29 U.S.C. §§ 2611 *et seq.*, applies to court employees in the manner prescribed in Volume I-C, Chapter X, Subchapter 1630. 1, Section R, of the *Guide*.

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#### **Chapter V - worker adjustment and retraining notification rights**

**§ 1 General.** No "employing office closing" or "mass layoff" (as defined in section 2 of this chapter) may occur until the end of a 60-day period after the employing office serves written notice of such prospective closing or layoff to employees who will be affected. This provision does not apply to an employing office closing or mass layoff caused by non-appropriation of funds.

**§ 2 Definitions.** The term "employing office closing" means the permanent or temporary shutdown of a single site of employment for 50 or more full-time employees during any 30-day period.

- a. The term "mass layoff" means a reduction in force which:
  1. is not the result of an employing office closing; and
  2. results in an employment loss at the single site of employment during any 30-day period for either:

- A. (i) at least 33 percent of the full-time employees; and (ii) at least 50 full-time employees; or
- B. at least 500 full-time employees. See 29 U.S.C. § 2101.

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## **Chapter VI - employment and reemployment rights of members of the uniformed services**

**§ 1 General.** An employing office will not discriminate against an eligible employee or deny an eligible employee reemployment rights or benefits under the Uniformed Services Employment and Reemployment Rights Act, 38 U.S.C. §§ 4301 *et seq.*

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## **Chapter VII - occupational safety and health protections**

**§ 1 General.** Each employing office will provide to its employees a place of employment which is free from recognized hazards that cause or are likely to cause death or serious physical harm to employees. Judges and court unit heads will report hazards in court space to the landlord (General Services Administration ("GSA"), United States Postal Service, or private lessor) for correction. Complaints seeking a remedy which only the landlord can provide are not cognizable under this Plan.

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## **Chapter VIII - polygraph tests**

**§ 1 General.** No employee may be required to take a polygraph test. Where 29 U.S.C. § 2006(d) is applicable, the court, acting in accordance with the requirements of that provision, may request an employee to submit to a polygraph test.

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## **Chapter IX - dispute resolution procedures**

**§ 1 General procedure for consideration of alleged violations.** An employee who claims a denial of the rights granted under chapters II through VIII of this Plan must seek resolution of such claims through the procedures of this chapter. The procedural process consists of:

- a. counseling and mediation; and
- b. hearing before a hearing officer; and
- c. review of the hearing decision under procedures set forth in section 8 of this chapter.

### **§ 2 General provisions and protections.**

- a. **Prohibition against retaliation:** Complainants under this Plan will be free from retaliation, coercion, or interference because of filing a complaint pursuant to

this Plan. Likewise, any person who participates in the filing or processing of a complaint, such as an employment dispute resolution coordinator, mediator, witness, representative, or co-worker, is also entitled to freedom from retaliation.

- b. **Right to representation**: Every individual invoking the dispute resolution procedures of this Plan may be represented by a person of his or her choice if such person is available and consents to be a representative. A court employee may serve as a representative if it will not unduly interfere with assigned duties or constitute a conflict of interest, as determined by the representative's appointing officer. Similarly, the employing office is entitled to representation in the same manner as complainants.
- c. **Case preparation**: To the extent feasible, every individual invoking the dispute resolution procedures of this Plan may use a reasonable amount of official time to prepare the case, so long as it does not unduly interfere with the performance of official duties.
- d. **Records**: At the conclusion of formal and informal proceedings under this Plan, all papers, files, and reports will be filed with the court's EDR Coordinator. No papers, files, or reports relating to a dispute will be filed in any employee's personnel folder, except as necessary to implement an official personnel action.
- e. **Extensions of time**: Upon request received prior to the expiration of the time allowed for the completion of an act required under this Plan, the chief judge of this court or other presiding judicial officer may, for good cause, extend any of the deadlines set forth in this chapter except the deadline for requests for counseling stated in section 5(b)(3) of this chapter, which will not be extended.

**§ 3 Designation and duties of employment dispute resolution coordinator.** The court will designate a person to serve as the EDR Coordinator. The court may designate more than one EDR coordinator. The duties of such person include the following:

- a. to provide information to the court and employees regarding the rights and protections afforded under this Plan;
- b. to coordinate and organize the procedures and establish and maintain official files of the court pertaining to complaints and other matters initiated and processed under the court's EDR Plan;
- c. to coordinate the counseling of individuals in the initial stages of the complaint process, in accordance with section 5 of this chapter; and



- d. to collect, analyze, and consolidate statistical data and other information pertaining to the court's EDR process.

**§ 4 General disqualification provision.** A party may seek the disqualification of an EDR Coordinator, counselor, mediator, or judicial officer involved in a dispute by making a written request to the chief judge, and explaining the reasons why the individual should be disqualified. If disqualification is warranted, the chief judge will designate another individual to handle the matter. If the chief judge is named as being involved in the dispute, the next most senior active district judge will decide the disqualification request.

## **§ 5 Counseling.**

- a. **Initiating a proceeding; formal request for counseling:** An employee who believes that his or her rights under chapters II through VIII of this Plan have been violated must first request counseling.
- b. **Form and manner of requests:** Requests for counseling:
  - 1. are to be submitted to the court's EDR Coordinator;
  - 2. must be made in writing;
  - 3. must be made within 90 calendar days of the alleged violation or within 90 calendar days of the time the employee becomes aware of the alleged violation; and
  - 4. must identify the specific concerns the employee wants addressed.
- c. **Procedures:**
  - 1. **Who may serve as counselor:** The counseling will be conducted by the court's EDR Coordinator, unless the EDR Coordinator is disqualified from serving as counselor under section 4 of this chapter, or is otherwise unavailable. In such instances, the chief judge will designate another qualified individual to perform the counseling function. If the dispute involves an alleged violation of this Plan by a judge, the person who conducts the counseling will be a judge designated by the chief judge. If the dispute involves an alleged violation of this Plan by a chief judge,

the person who conducts the counseling will be the next most senior active district judge or his or her designee.

2. **Purposes of counseling:** The purposes of the counseling will be to discuss the employee's concerns and elicit information regarding the matter which the employee believes constitutes a violation; to advise the employee of his or her rights and responsibilities and the procedures of the court applicable to the employment dispute resolution process; to evaluate the matter; and to assist the employee in achieving an early resolution of the matter, if possible. If the employee waives confidentiality as set forth below, the EDR Coordinator may meet informally with the employee and the employing office, separately or jointly, as part of the counseling process to attempt to effect an early resolution.
3. **Confidentiality:** All counseling will be kept confidential unless the employee agrees in writing to waive confidentiality of the counseling process for the purpose of allowing the designated EDR Coordinator to contact the employing office or to attempt a resolution of the disputed matter. A written record of all such contacts must be kept by the EDR Coordinator and made available for review by the affected person(s); the contacts themselves, however, may be verbal, joint, separate, or with or without a review of records. If the employee breaches confidentiality, as determined by the EDR Coordinator, the EDR Coordinator may regard such breach as a waiver of confidentiality for all purposes, and the EDR Coordinator may so advise both parties in writing.<sup>1</sup>
4. **Form of settlement:** The counselor will reduce to writing any settlement achieved during the counseling process and secure the signatures of the

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<sup>1</sup>Comment: If the EDR Coordinator is notified that the employing office has breached confidentiality, that should be reported to the chief judge, who can take appropriate investigatory and/or disciplinary action.

If the EDR Coordinator is notified that the employee has breached confidentiality, the EDR Coordinator must determine (a) whether the report of a breach is true, and (b) if true, whether the breach is serious enough to trigger a waiver of confidentiality for all purposes. If the determination is made that it is sufficiently serious to waive confidentiality for all purposes, the EDR Coordinator should notify the parties in writing of that determination; on the other hand, if the determination is that either the breach did not occur or was not serious, the EDR Coordinator may choose not to inform the parties in writing of that decision, if doing so would so negatively affect the relationship between the employee and the employing office that a resolution of the matter would not be possible.

See Minutes of the January 26, 2001, Judicial Council Meeting.

employee, his or her representative, if any, and the member of the employing office authorized to enter into settlement on the employing office's behalf.

- d. **Duration of counseling period:** The period for counseling will be 30 calendar days (or a shorter period if counseling is concluded at an earlier date), beginning on the date that the request for counseling is received by the EDR Coordinator. The counseling period may be extended by mutual agreement of the counselor and the employee for up to an additional 30-day period.
- e. **Conclusion of the counseling period and notice:** The EDR Coordinator will notify the employee in writing of the end of the counseling period. As part of the notice, the EDR Coordinator will inform the employee of the right and obligation, should the employee choose to pursue his or her claim, to file with the EDR Coordinator a request for mediation in accordance with section 6 of this chapter.

## **§ 6 Mediation**

- a. **Initiation:** Within 15 calendar days after receiving the notice concluding the counseling period, the employee may file with the EDR Coordinator a request for mediation. The request must be in writing, stating the claim(s) presented. Failure to pursue mediation will preclude further processing of the employee's claim under any other provisions of this chapter.
- b. **Procedures:**
  - 1. **Designation of mediator:** As soon as possible after receiving the request for mediation, the EDR Coordinator will designate a mediator and provide written notice of such designation.
  - 2. **Who may serve as mediator:** Any person with the skills to assist in resolving disputes, except the court's EDR Coordinator, may serve as a mediator under this Plan. If the complaint alleges that a judge has violated the rights protected by this Plan, the mediator will be the chief judge or a judge designated by the chief judge. If the complaint alleges that a chief judge has violated the rights protected by this Plan, the mediator will be the next most senior active district judge or a judge designated by him or her.

3. **Purpose of mediation:** The mediator will meet separately and/or jointly with the employee and his or her representative, if any, and the employing office to discuss alternatives for resolving a dispute, including any and all possibilities of reaching a voluntary, mutually satisfactory resolution.
  4. **Confidentiality:** Any person or party involved in the mediation process will not disclose, in whole or in part, any information or records obtained through, or prepared specifically for, the mediation process, except as necessary to consult with the parties or their representatives, and then only with notice to all parties. A written record of all such contacts must be kept and made available for review by the affected person(s). In addition, in the event the employee files a complaint pursuant to section 7 of this chapter, the hearing officer will have access to the record of any claims raised in mediation.
  5. **Form of settlement:** The mediator will reduce to writing any settlement achieved during the mediation process and secure the signature of the employee, his or her representative, if any, and the member of the employing office authorized to enter into settlement on the employing office's behalf.
- c. **Duration of mediation period:** The mediation period will be 30 calendar days (or a shorter period if mediation is concluded at an earlier date), beginning on the date the request for mediation is received. The employee is required to attend at least one mediation session. Thereafter, he or she may proceed to file a complaint. The mediation period may be extended by mutual agreement of the mediator and the parties for up to an additional 30-day period.
  - d. **Conclusion of mediation period and notice:** If, at the end of the mediation period, the parties have not resolved the matter that forms the basis of the request for mediation, the EDR Coordinator will provide the employee, the employee's representative, if any, and the employing office with written notice that the mediation period has concluded. The notice also will inform the employee of the right to file a complaint under section 7 of this chapter.

## **§ 7 Complaint, review, and hearing**

- a. **Complaint:** Not later than 15 calendar days after receiving the notice concluding the mediation period, an employee may file a complaint with the chief judge, or, if the complaint alleges that the chief judge has violated the rights protected by

this Plan, the filing may be with the next most senior active district judge, who will forward it to the EDR Coordinator. The complaint will be in writing, will identify the complainant and all involved parties and individuals, and will set forth a short and plain statement of the complainant's claim and the relief or remedy being sought. The respondent will be the employing office of the person alleged to have violated rights protected by this Plan. No individual will be named as a respondent in the complaint. If the complainant is employed by the bankruptcy court and the person alleged to have violated rights protected by this Plan is employed by the district court or if the complainant is employed by the district court and the person alleged to have violated rights protected by this Plan is employed by the bankruptcy court, the employing office is the court employing the person alleged to have violated rights protected by this Plan or the appropriate office of that court.

b. **Review of pleadings:**

1. **Reviewing official:** The complaint and any other documents will be reviewed by the chief judge or his or her designee. In the event the chief judge is disqualified under section 4 of this chapter, or is unavailable to serve under this subsection, the reviewing official will be the next most senior active district judge or his or her designee. In the case of a complaint alleging that an Article III judge has violated rights protected by the Plan, that judge may elect to have a hearing conducted by a judge of another court, as designated by the Judicial Council. Any designation of a judge from another court to hear and decide the case will be arranged by agreement of the chief judges of the affected courts. In the case of recusal of a judge for any reason, a replacement judge or designee will be named by the chief judge of the circuit.
2. **Review procedures:** After notice to the complainant and an opportunity to respond, the reviewing official may make a summary dismissal in writing of any complaint that is frivolous or unduly repetitive of a previous complaint or fails to state a claim upon which relief may be granted or makes claims that were not advanced in mediation.

c. **Hearing procedures:**

1. **Hearing officer:** If the reviewing official does not dismiss the complaint under the preceding subsection, the reviewing official, acting as the hearing officer, will hold a hearing on the merits of the complaint unless he or she determines that no material factual dispute exists. If the hearing officer determines that no material factual dispute exists, the

hearing officer will make a final decision on the basis of the undisputed material facts.

2. **Specific provisions:** The hearing officer may provide for necessary discovery and investigation. In general, the hearing officer will determine the time, place, and manner of conducting the hearing. However, the following specific provisions apply to hearings conducted under this section:
  - A. the hearing will be commenced no later than 60 calendar days after the filing of the complaint;
  - B. the complainant and the head of the office against which the complaint has been filed must receive written notice of the hearing; such notice also will be provided to the individual alleged to have violated rights protected by this Plan;
  - C. at the hearing, the complainant will have the rights to representation, to present evidence on his or her behalf, and to cross-examine adverse witnesses; the employing office and the individual alleged to have violated rights protected by this Plan will have the rights to representation, to present evidence on their behalf, and to cross-examine adverse witnesses;
  - D. a verbatim record of the hearing must be kept and will be the sole official record of the proceeding;
  - E. in reaching a decision, the hearing officer will be guided by judicial and administrative decisions under the laws related to chapters II through VIII of this Plan and by decisions of the Judicial Council under section 8 of this chapter;
  - F. remedies may be provided in accordance with section 9 of this chapter where the hearing officer finds that the complainant has established by a preponderance of the evidence that a substantive right protected by this Plan has been violated;
  - G. the final decision of the hearing officer must be issued in writing not later than 30 calendar days after the conclusion of the hearing; and
  - H. all parties, or any aggrieved individual, will have the right to written notice of any action taken as a result of a hearing.

**§ 8 Review of decision.** The complainant, the employing office, and the individual alleged to have violated rights protected by this Plan may petition for review of a final decision of the reviewing official or the hearing officer or of a summary dismissal of a complaint. Such review must be requested in writing to the Judicial Council of the Eighth Circuit no later than 30 calendar days following the day of the final decision of the reviewing official or the hearing officer or the date of the summary dismissal of the complaint. The review will be conducted by the members of the Judicial Council of the Eighth Circuit, or by a committee appointed from among the members in such manner as the Council may direct. The decision of the Council, or of the committee, as the case may be, will be based on the record created by the hearing officer, and the decision reviewed will be affirmed if supported by substantial evidence. The Council or committee, as the case may be, may receive written submissions, hold hearings, or adopt such other detailed procedures as to it may seem proper.

## **§ 9 Remedies**

- a. Where a reviewing official or hearing officer acting pursuant to section 7 or 8 of chapter IX of this Plan finds that a substantive right protected by this Plan has been violated, he or she may order a necessary and appropriate remedy. A remedy may be directed at correcting a past violation, prospectively insuring compliance with the rights protected by this Plan, or both. A remedy will be tailored as closely as possible to the specific violation involved.
- b. Remedies provided to successful complainants under this Plan may include, but are not limited to:
  - 1. placement of an employee in a position previously denied;
  - 2. placement in a comparable alternative position;
  - 3. reinstatement to a position from which previously removed;
  - 4. prospective promotion to a position;
  - 5. priority consideration for a future promotion or position;
  - 6. back pay and associated benefits, including attorneys' fees, where the statutory criteria of the Back Pay Act, 5 U.S.C. § 5596, are satisfied;
  - 7. records modification and/or expungement;
  - 8. "equitable" relief, such as temporary stays of adverse actions;
  - 9. granting of family and medical leave; and
  - 10. accommodation of disabilities through the purchase of specialized equipment or the restructuring of duties and work hours.
- c. Remedies **not** legally available include:

1. payment of attorneys' fees (except as authorized under the Back Pay Act);
2. compensatory damages; and
3. punitive damages.

**§ 10 Record of final decisions.** The conclusion of the reviewing official, the hearing officer, or the Judicial Council, or of its committee, as the case may be, under section 8 of this chapter IX will be available to the public, free of charge, upon written request to the office of the circuit executive. The reviewing panel, whether council or committee, will determine whether the names of the complaining party, the employing office, or other individuals will be included in the material released to the public. The reviewing panel will also decide whether additional portions of the decision will be released. The reviewing panel, in the interests of justice and of fairness to the parties, will consider, in deciding what will be publicly available, whether public disclosure would compromise the integrity of legitimate confidentiality of the parties or the court, or would subject a party or person to undue annoyance, embarrassment, oppression, burden, or expense, and will also take into account the public interest in the administration of justice, including the interest of the public in determining whether the courts are operating properly and without discrimination.

If there is no petition for review by the Judicial Council of the Eighth Circuit, the conclusion of the reviewing official or the hearing officer will be available to the public, free of charge, upon written request to the district court clerk's office. The reviewing official or the hearing officer will determine whether the names of the complaining party, the employing office, or other individuals will be included in the material released to the public. The reviewing official or hearing officer will also decide whether additional portions of the decision will be released. The reviewing official or hearing officer, in the interests of justice and of fairness to the parties, will consider, in deciding what will be publicly available, whether public disclosure would compromise the integrity of legitimate confidentiality of the parties or the court, or would subject a party or person to undue annoyance, embarrassment, oppression, burden, or expense, and will also take into account the public interest in the administration of justice including the interest of the public in determining whether the courts are operating properly and without discrimination.

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### **Authorization**

The foregoing District of Nebraska EEO/EDR Plan was adopted by the court on this 28th day of September, 2007 and IT IS SO ORDERED. IT IS FURTHER ORDERED that the chief judge is authorized to take such action and to prepare, sign, and file such standing or general orders as may be necessary or advisable in his or her discretion to implement these plans.



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Signature of chief judge

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Date

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**Revision control log**

<b>Date</b>	<b>Comments</b>	<b>By</b>
09/17/07	<p>Trudi Morrison, Chief, Fair Employment Practices Office recommended that EDR plans specify calendar days. Added “calendar” before “days” throughout plan.</p> <p>28 USC § 372(c) was repealed in 2002 and recodified at 28 U.S.C. §§ 351-362. Changed all references from 28 USC § 372(c) to 28 U.S.C. §§ 351-362.</p> <p>Modified signature line to reflect similar language used in other plans and reformatted plan.</p>	DML
09/28/07	Plan approved.	JFB/ DMT
04/20/09	Minor formatting and editing to improve readability and consistency.	GA